Name Reference Number

STEVEN W SHULTZ

Citizenship Gender Last Refresh Date

UNITED STATES M 14-Sep-2016

Document Type Document Number Issue Date - Expiration Date Status

MMC 8-Jan-2013 - 8-Jan-2018 Valid

REGULATIONS

II/1: Mates (Except Chief Mates) (500 Gross Tons or More)

II/2: Master, Chief Mates (500 Gross Tons or More)

II/4: Rating forming part of a navigational watch (RFPNW)

II/5: Able Seafarer-Deck

IV/2: Performing Radio Duties (Radio Operator/Radio Maintainer), Holds GMDSS License

VI/1: Basic Safety Training and Familiarization

VI/2: Proficient in the use of survival craft, rescue boats and fast rescue boats

VI/3: Advanced Fire Fighting

VI/4: First Aid and Medical Care

VI/5: Vessel Security Officer

VI/6: Vessel Personnel Designated with Security Duties / Security

Awareness

II/2: Master, Chief Mates (500 Gross Tons or More)

INTERNATIONAL CAPACITIES

LIMITATIONS

Advanced Firefighting.

Basic Safety Training.

GMDSS Operator.

Vessel Security Officer.

Vessel Personnel Designated With

Security Duties.

Security Awareness.

Master. Not valid for service on ECDIS

equipped vessels after December 31,

2016.

Officer in charge of a navigational

watch (OICNW).

Not valid for service on ECDIS

equipped vessels after December 31,

2016.

Able Seafarer - Deck.

Rating forming part of a navigational

watch (RFPNW).

Proficiency in survival craft and rescue boats other than fast rescue

boats (PSC).

Proficient in providing medical First

Aid.

Master.

Officer in charge of a navigational watch (OICNW).

DOMESTIC CAPACITIES	LIMITATIONS
Deck Officer - Master	Of Steam or Motor Vessels Of Any Gross Tons Upon Oceans. Radar Observer (Unlimited).
Deck Officer - Master	Of Auxiliary Sail Vessels Of Not More Than 100 Gross Registered Tons (Domestic Tonnage) Upon Oceans. Radar Observer (Unlimited).
Able Seaman-Any Waters, I	Unlimited
Lifeboatman	
Wiper	
Stewards Dept (FH)	
First Aid Provider	
MEDICAL CERTIFICATE	25-Jun-2015 - 24-Jun-2020 Valid
INTERNATIONAL CAPACITIES	LIMITATIONS
719K	I acknowledge & will comply with waiver conditions Waiver

TOTE SERVICES, INC. SHIP'S OFFICER EVALUATION / PERFORMANCE REPORT

** 1 a.c. mirr				
Vessel: S.S. El Yunq	ue	Date:	10/02/14	
Name of Individual: Steven	Shultz	Rating:	Chief Mate	
Reporting Period - From:	08/29/14	То:	10/03/14	
Check a box for Each Question	Excellent Very Go	od Good Fair	Poor Not Observe	ed/NA
Cooperation				
Leadership - Ability to work with crew				
Attention to Assigned Duties				
Willingness to Assume Responsibility				
Watchstanding Ability - At Sea				
Watchstanding Ability - In Port				
Cargo Handling Ability (Deck Officer)				
Mechanical Ability (Engineering Officer)				
Knowledge of Ship's Equipment/Automait		<u> </u>		
Knowledge of TSI Policy & Procedures		 		
Personal Conduct & Appearance			<u> </u>	
hat positive qualities have you noted with hase attention to detail in administrative matters, what areas does the supervisor feel that im			preparing for the ISM internal au	
gine Departments.				
ve you discussed these areas with him/her?	1	⊠Yes [No	
No", specify reasons why no discussion ha	s taken place.	<u> </u>		
nat measures have you taken to help him/he	r improve? Discussed th	e importance of effective	communication and fostered open of	conversat
	nment to this vessel?	X Yes □] No	
you recommend this individual for re-assig		letters of warning that	ved: $10/8/14$	
you recommend this individual for re-assig		letters of warning that Date Pencel Reviewed F	ved:10/8/14.	V IV
you recommend this individual for re-assig		Date Figure	ved:10/8/14.	

TSI-V-PER-003 Rev. 4/14

This form is to be completed by the Master on all: Licensed Deck Officers, the Radio Officer (as applicable) and Steward Licensed Deck Officers: whenever that individual is detached for any reason. Licensed Engine Officers: This form is to be completed by the Chief Engineer on all Licensed Engineering Officers, whenever an officer is detached for any SS Great Land Vessel: Date: March 2011 Name of Individual: Steven W. Shultz Rating: Chief Mate Reporting Period - From: 1/17/2011 To: 3/5/2011 Check a box for Each Question Excellent Very Good Good Fair Poor Not Observed/NA Cooperation Leadership - Ability to work with crew Attention to Assigned Duties ✓ Willingness to Assume Responsibility √ Dore Codeved Watchstanding Ability - At Sea √ Watchstanding Ability - In Port Parking Hy: \checkmark Cargo Handling Ability (Deck Officer) ✓ Mechanical Ability (Engineering Officer) Knowledge of Ship's Equipment/Automaiton √ Knowledge of IAS Policy & Procedures \checkmark Personal Conduct & Appearance ("Good" is to be used to describe an individual who is capable of performing his/her assigned duties under normal and routine circumstances aboard this particular vessel.) Remarks: (If additional space is required, use reverse side.) What positive qualities have you noted with his/her performance? Chief Mate Shultz has done an excellent job here on the Great Land In what areas does the supervisor feel that improvement can / should be made? He does a great job. Have you discussed these areas with him/her? X Yes If "No", specify reasons why no discussion has taken place. What measures have you taken to help him/her improve? Daily discussions X Yes Do you recommend this individual for re-assignment to this vessel? No If "No", please specify reason(s). (Attach any mid-term evaluations or letters of warning that pertain to your answer). D.H. Lunny/ S.W. Shultz D.H. Lunny

NOTES:

- 1. This document is intended for confidential office use only
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Crewmenter (PRINT / S

2. Crewmember comments may be placed on the reverse of this page.

Master* (PRINT /SIGN)
(*Or person in charge of the vessel)

4. When completed, a copy is to be sent to IAS Attn: Personnel Dept.

Reporting Officer (PRINT /SIGN)

	nnleted by the	Master on ell- I	icensed Do	ok Officer	the Padia Officer	(as applicable) and Steward
Licensed Deck Officers: This form is to be con whenever that individ	uai is detache	d for any reason.	ICCIBCI DO	CK OILICEIS	, the Radio Officer	(as applicable) and Steward
Licensed Engine Officers: This form is to be con reason.	ipleted by the	Chief Engineer	on all Licen	sed Engine	ering Officers, who	enever an officer is detached fo
Vessel: SS Great Land			D	ate:	March 4,	2010
Name of Individual: Steven Shultz			p.	ting:	Chief Mat	
			146	ung.	Officer Mac	
Reporting Period - From: 1/27/201	10			To:	3/4/2010	
Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	<u> </u>					
Leadership - Ability to work with crew	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \				 	
Attention to Assigned Duties	\ \ \ \ \			_	 	
Willingness to Assume Responsibility					 	
Watchstanding Ability - At Sea	\ \ \ \ \				-	
Watchstanding Ability - In Port						
Cargo Handling Ability (Deck Officer)	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \				 	
Mechanical Ability (Engineering Officer)	-	——————————————————————————————————————		_	 	
Knowledge of Ship's Equipment/Automaiton	~				 	
Knowledge of IAS Policy & Procedures	~		-		 	
Personal Conduct & Appearance	~		-		 	<u></u>
"Good" is to be used to describe an individual who is capable of		·				
		onal space is rea			-	
What positive qualities have you noted with hig/	er perform	ance? Mr. Sh	ultz has be	en workin	g with IAS and To	OTE for a number of years no
what positive quanties have you noted with his/i	or periorii					
le has a good understanding of company policy	and he is ve	ery conscienc	ious and	detail or	ented.	
le has a good understanding of company policy	and he is ve	ery conscienc	ious and	detail or	ented.	
He has a good understanding of company policy in what areas does the supervisor feel that impro-	and he is ve	ery conscience / should be n	ious and	detail or		
He has a good understanding of company policy in what areas does the supervisor feel that impro-	and he is ve	ery conscienc	ious and	detail or	ented.	
He has a good understanding of company policy in what areas does the supervisor feel that improve lave you discussed these areas with him/her?	and he is vo	ery conscience / should be n	ious and	detail or		
He has a good understanding of company policy in what areas does the supervisor feel that improved average you discussed these areas with him/her? The "No", specify reasons why no discussion has taken a good and the supervisor feel that improved the supervisor feel that improv	and he is vovement can	ery conscience	ious and nade? Yes	detail or	No	
He has a good understanding of company policy in what areas does the supervisor feel that improved average you discussed these areas with him/her? F "No", specify reasons why no discussion has taken the second supervisor of the second supervisor	and he is vovement can	ery conscience	ious and nade? Yes	detail or	No	
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NOTES:

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- 4. When completed, a copy is to be sent to IAS Attn: Personnel Dept.

	ipleted by the ual is detache	Master on all: L d for any reason.	icensed De	ck Officers,	the Radio Office	r (as applicable) and Steward
Licensed Engine Officers: This form is to be com- reason.	pleted by the	Chief Engineer	on all Licer	nsed Engine	ering Officers, wh	nenever an officer is detached for
Vessel: ss GREAT LAND			r	Date:	9/21/09	
Name of Individual: Steven W. Shult	z		R	ating:	Chief Mat	e e
Reporting Period - From: 9/8/09				To:	9/21/09	
Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	✓					
Leadership - Ability to work with crew	V				<u> </u>	
Attention to Assigned Duties	~			-		
Willingness to Assume Responsibility	_ <					
Watchstanding Ability - At Sea	✓					
Watchstanding Ability - In Port	✓					
Cargo Handling Ability (Deck Officer)	~	_			1	
Mechanical Ability (Engineering Officer)			1		1	
Knowledge of Ship's Equipment/Automaiton	V					
Knowledge of IAS Policy & Procedures		~				
Personal Conduct & Appearance	V					
ood" is to be used to describe an individual who is capable of	performing hi	is/her assigned dut	ties under no	ormal and ro	utine circumstance	s aboard this particular vessel.)
	or many	years and	d cont	inues 1	to excell	
marks: Mr. Shultz has been C/M for at positive qualities have you noted with his/her per	or many (If addition	years and	d cont	inues i	to excell	
marks: Mr. Shultz has been C/M for nat positive qualities have you noted with his/her personability to interact with all what areas does the supervisor feel that improvement	or many (If addition rformance? crew me	years and onal space is recombers is	d cont	inues to reverse s	to excell	
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marks: Mr. Shultz has been C/M for nat positive qualities have you noted with his/her personal sability to interact with all what areas does the supervisor feel that improvement. Shultz need to be more familial. Have you discussed these areas with him/her? No", specify reasons why no discussion has taken put at measures have you taken to help him/her improved at measures have you taken to help him/her improved In your opinion, is this individual physically fit to plane, please specify your impression as to limitations. In your opinion, is this individual physically fit to plane, please specify your impression as to limitations. Do you recommend this individual for re-assignment.	or many (If additionance? crew ment can / should ar with lace. e? perform the s.	years and onal space is recombers is ald be made? IAS polition duties of current duties of higher	d cont	inues for reverse sanding. I proce X	edures Yes	at his job.
marks: Mr. Shultz has been C/M for nat positive qualities have you noted with his/her personal state ability to interact with all what areas does the supervisor feel that improvement. Shultz need to be more familially Have you discussed these areas with him/her? No", specify reasons why no discussion has taken put at measures have you taken to help him/her improved the mass areas with him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her improved the measures have you taken to help him/her? In your opinion, is this individual physically fit to play the measures have you taken to help him/her? Do you recommend this individual for re-assignment of the measures have you taken to help him/her?	or many (If additionance? crew ment can / should ar with lace. e? perform the s.	years and onal space is recombers is all does made? IAS polition duties of current duties of highers seel?	d cont	inues for reverse sanding. I proce X	edures Yes Yes	at his job. No No No No
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IAS-V-PER-003 Rev. 4/06

2. Crewmember comments may be placed on the reverse of this page. 4. When completed, a copy is to be sent to IAS Attn: Personnel Dept.

Date Received:

SHIT SOFFICER EVA	POVITO	N/FERFU	NIVIAIN	LE RE	PUKI	
Licensed Deck Officers: Licensed Engine Officers: This form is to be complete. Steward whenever that individed the complete detached for any reason.	vidual is detac	ched for any reas	son.			
Vessel: SS Great Land		Date	. 6/	25/09		
						
Name of Individual: Steven Shultz		Ratin	ig: <u>Ch</u>	ief Mate	<u> </u>	
Reporting Period - From: 5/4/09		To	: 6/	25/09		
a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	×					
Leadership - Ability to work with crew	×					1
Attention to Assigned Duties	X					
Willingness to Assume Responsibility	×				 	
Watchstanding Ability - At Sea	X					
Watchstanding Ability - In Port	X					
Cargo Handling Ability (Deck Officer)	X					
Mechanical Ability (Engineering Officer)						×
Knowledge of Ship's Equipment / Automation	×					
Knowledge of IAS Policy & Procedures		×				
Personal Conduct & Appearance	X					
What positive qualities have you noted with his/her performance He fully completes each task. and plans for futur operations	Mate ional space is ?	required, use re				
h what areas does the supervisor feel that improvement can / sho Have you discussed these areas with him/her? f "No", specify reasons why no discussion has taken place.	ould be made?		Y	es		No
What measures have you taken to help him/her improve?						
In your opinion, is this individual physically fit to perform th "No", please specify your impression as to limitations.	e duties of cu	rrent position?	X Ye	es	☐ No)
In your opinion, is this individual physically fit to perform the "No", please specify your impression as to limitations.	e duties of hig	gher positions?	X Ye	S	☐ No	,
Do you recommend this individual for re-assignment to this v "No", please specify reason(s):	essel?	0 0	X Ye	s	☐ No	
Steven Shult	z				D.H. Lunn	
Reporting Officer (PRINT/SIGN) Crewmen	mber (PRIÑ	T/SIGN)	3 .	Master*	(PRINZ	of the vessel)

IAS-V-PER-003 Rev. 4/06

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NOTES:

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Date Received: 6 30

SHIP'S OFFICER EVA	LUATIO	N/PERFO	<u>RMAN</u>	CE RE	<u>PORT</u>	
Licensed Deck Officers: This form is to be complete Steward whenever that individual	vidual is detac	ched for any reas	on.			• ••
Licensed Engine Officers: This form is to be completed detached for any reason.	d by the Chief	f Engineer on all	Licensed	Engineeri	ng Officer	s, whenever an officer is
Vessel: SS Great Land		Date	: 4	- 15 -09		
Name of Individual: Steven Shultz		Ratin	ıg: <u>C</u>	hief Mate	3	
Reporting Period - From: 3/24/09		То	: 4	/15/09		
✓ a box for Each Question 🔪	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	×					
Leadership - Ability to work with crew	×					
Attention to Assigned Duties	×					
Willingness to Assume Responsibility	×					
Watchstanding Ability - At Sea	×					
Watchstanding Ability - In Port	X					
Cargo Handling Ability (Deck Officer)	×					
Mechanical Ability (Engineering Officer)						×
Knowledge of Ship's Equipment / Automation	×					
Knowledge of IAS Policy & Procedures		×				
Personal Conduct & Appearance	×			T -		
("Good" is to be used to describe an individual who is capable of performing Remarks: Mr Shultz continues to do an excellent job as Chief l	Mate				ices aboard t	his particular vessel.)
(If addit What positive qualities have you noted with his/her performance He fully completes each task. and plans for futur operations	ional space is ?	required, use re	verse side	.)		
In what areas does the supervisor feel that improvement can / she	ould be made?	?				
Have you discussed these areas with him/her? If "No", specify reasons why no discussion has taken place.			Y	'es	N	No
What measures have you taken to help him/her improve?				_		
In your opinion, is this individual physically fit to perform the If "No", please specify your impression as to limitations.	ne duties of cu	rrent position?	XY	es	□ No)

Reporting Officer (PRINT / SIGN) Steven Shultz

Crewment

If "No", please specify your impression as to limitations.

D.H. Lunny

Crewmember (PRINT / SIGN)

Master* (PRINT / SIGN)
(*Or person in charge of the vessel)

No

No

NOTES:

1. This document is intended for confidential office use only

Do you recommend this individual for re-assignment to this vessel?

3. The Crewmember is entitled to a copy of the completed & signed form.

In your opinion, is this individual physically fit to perform the duties of higher positions?

- 2. Crewmember comments may be placed on the reverse of this page.
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X Yes

X Yes

If "No", please specify reason(s):

SHIP'S OFFICER EVA	LUATIO	N / PERFO	RMAN	CE RE	PORT	
Licensed Deck Officers: This form is to be complete Steward whenever that indi This form is to be complete detached for any reason.	vidual is deta	ched for any rea	son.			
Vessel: SS Great Land		Date	e: 4	- 15 -09		
Name of Individuals Storyon Chulter		Ratir	_	hief Mate		
Name of Individual: Steven Shultz		Watti	ig: <u>C</u>	mer wat		
Reporting Period - From: 3/24/09		To): <u>4/</u>	15/09		
✓ a box for Each Question 🔪	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	×			<u> </u>		
Leadership - Ability to work with crew	×	<u> </u>		 		
Attention to Assigned Duties	×			†		
Willingness to Assume Responsibility	×			1		
Watchstanding Ability - At Sea	X			 	1 -	
Watchstanding Ability - In Port	×			 	 	
Cargo Handling Ability (Deck Officer)	X				1	
Mechanical Ability (Engineering Officer)					 	×
Knowledge of Ship's Equipment / Automation	×				 	
Knowledge of IAS Policy & Procedures		×		1		
Personal Conduct & Appearance	×			 		
What positive qualities have you noted with his/her performance	tional space is	s required, use re	verse side.)		
He fully completes each task. and plans for futur operations n what areas does the supervisor feel that improvement can / sho	ould be made	7				
Have you discussed these areas with him/her? f "No", specify reasons why no discussion has taken place.			Y	es	1	No
What measures have you taken to help him/her improve?						
In your opinion, is this individual physically fit to perform the "No", please specify your impression as to limitations.	ne duties of cu	irrent position?	X Y	es	☐ No)
In your opinion, is this individual physically fit to perform the "No", please specify your impression as to limitations.	e duties of hi	gher positions?	X Ye	es	□ No)
Do you recommend this individual for re-assignment to this "No", picase specify reason(s):	vessel?	1	X Ye	es	☐ No	<u> </u>
Steven Shul	tz				D.H. Luni	a'
Reporting Officer (PRINT / SIGN) Crewme	nber (PRIK	T/SIGN)		Master*	PRINT	'
OTES: 1. This document is intended for confidential office use only	,	2. Crewmembe			_	reverse of this nage

Date Received: 4 20 09

on Santa of Disc.

2. Crewmember comments may be placed on the reverse of this page.
4. When completed, a copy is to be sent to IAS Attn: Personnel Dept.

3. The Crewmember is entitled to a copy of the completed & signed form.

Licensed Deck Officers: This form is to be complete Steward whenever that indirect This form is to be complete detached for any reason.	vidual is detac	ched for any reas	on.			
Vessel: SS GREAT LAND		Date	e: _	24	Nov 2	008
Name of Individual: Steven Shultz		Ratin	g: <u>C</u>	hief Mate		
Reporting Period - From: 9/12/08		То	: 	24	Nov 2	008
a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	×	_	-			
Leadership - Ability to work with crew	×					
Attention to Assigned Duties	×			† -		
Willingness to Assume Responsibility	×					<u> </u>
Watchstanding Ability - At Sea	×				 	-
Watchstanding Ability - In Port	×	-				
Cargo Handling Ability (Deck Officer)	X					
Mechanical Ability (Engineering Officer)	×					
Knowledge of Ship's Equipment / Automation	×					
Knowledge of IAS Policy & Procedures	×					
Personal Conduct & Appearance	X				-	
Remarks: Mr. Shultz is a pleasure to work with. He has excelle (If addit What positive qualities have you noted with his/her performance He has excelle t attention to detail and planning skills.	ional space is	skills and know required, use re	-		d.,	
n what areas does the supervisor feel that improvement can / sho He is always receptive learning more.	ould be made?	?				
Have you discussed these areas with him/her? f "No", specify reasons why no discussion has taken place.			X	es	1	No
What measures have you taken to help him/her improve? We have daily discussions about maintenance and operations	.	· ·				
In your opinion, is this individual physically fit to perform the "No", please specify your impression as to limitations.	e duties of cu	urrent position?	XY	es	□ N	D
In your opinion, is this individual physically fit to perform the "No", please specify your impression as to limitations.	e duties of hig	gher positions?	XY	es	□ No)
Do you recommend this individual for re-assignment to this v "No", please specify reason(s):	vessel?	A	X Y	es	□ No)
	UTZ		-			10 1
Reporting Officer (PRINT / 8IGN) Crewmen	mber (PRIN	T/SIGN)		Master*		

IAS-V-PER-003 Rev. 4/06

NOTES:

1. This document is intended for confidential office use only

3. The Crewmember is entitled to a copy of the completed & signed form.

Date Received: 12-10-08

2. Crewmember comments may be placed on the reverse of this page.

4. When completed, a copy is to be sent to IAS Attn: Personnel Dept.

IAS-V-PER-003 Rev. 5/05						
Licensed Deck Officers: This form is to be completed by the Ma whenever that individual is detached fo are to be made whenever the Master De	r any reason.	Reports on each	ers, the Radi Licensed De	io Officer (as	applicable) an Radio Officer	d Steward and Steward
Licensed Engine Officers: This form is to be completed by the C for any reason. Reports on all license for any reason.	hief Engineer (d engineering	on all licensed officers are to b	engineering o	fficers whene never the Chie	ever an officer of Engineer is	is detached detached
Vessel: SS GREAT I	LAND			Date:	11/20/20	07
Name of Individual: Steve	en Shultz			ating:	Chief Ma	ate
_	09/07	····		To:	11/20/0	7
						Not
	Excellent	Very Good	Good	Fair	Poor	Observed
Cooperation	✓					ļ
Leadership - Ability to work with crew	\ \					
Attention to Assigned Duties						
Willingness to Assume Responsibility	\ <u>\</u>					<u> </u>
Watchstanding Ability - At Sea	│ 				1	<u> </u>
Watchstanding Ability - In Port						ļ
Cargo Handling Ability (Deck Officer)	<u> </u>					
Mechanical Ability (Engineering Officer)						
Knowledge of Ship's Equipment / Automation						
Knowledge of IUM Policy & Procedures		V				ļ
Personal Conduct & Appearance	✓	<u> </u>				
hat positive qualities have you noted with his / her perf	fomance? Mt	required, use re Shultz is a se		essional who	has done an	excellent job
what areas does the supervisor feel that improvement		be made?				
ntinue to learn company policy						
we you discussed these areas with him / her?		[✓ YES		10	
'No", specify reasons why no discussion has taken place	e					
nat measures have you taken to help him / her improve	? We have o	laily discussion	ons about or	perations of	the vessel.	
you recommend this individual for re-assignment to the	nis vessel?	[VES	□ N	Ю	
No", please specify reasons:		-				
		圮				
Reporting Officer (PRINT/SIGN) Crewn	nember (PRI	NT/SIGN)		<i>Lantel</i> Maste	r* (print/si	GNV
		,			/	,

NOTES:

10 x1 x1 = 10 00

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2. Crewmember comments may be placed on the reverse of this page.

3. The Crewmember is entitled to a copy of the completed & signed form.

4. When completed, a copy is to be sent to IAS attn: Personnel Dept.

This form is to be completed by the Master on all: Licensed Deck Officers, the Radio Officer (as applicable) and Licensed Deck Officers: Steward whenever that individual is detached for any reason. This form is to be completed by the Chief Engineer on all Licensed Engineering Officers, whenever an officer is Licensed Engine Officers: detached for any reason. Vessel: **GREAT LAND** Date: 7/7/07 Name of Individual: Steven W. Shultz Rating: Chief Mate Reporting Period - From: 6/17/07 To: 7/7/07 ✓ a box for Each Ouestion Excellent Very Good Good Fair Poor Not Observed/NA Cooperation × Leadership - Ability to work with crew × Attention to Assigned Duties × Willingness to Assume Responsibility × Watchstanding Ability - At Sea Х Watchstanding Ability - In Port × Cargo Handling Ability (Deck Officer) × Mechanical Ability (Engineering Officer) × Knowledge of Ship's Equipment / Automation × Knowledge of IAS Policy & Procedures × Personal Conduct & Appearance ("Good" is to be used to describe an individual who is capable of performing his/her assigned duties under normal and routine circumstances aboard this particular vessel.) Remarks: Did a great job during a very busy period crewing up after extended shippard stay & preparing for new charter service. (If additional space is required, use reverse side.) What positive qualities have you noted with his/her performance? Self-starter, conscientious, detail-oriented & easy to work with. In what areas does the supervisor feel that improvement can / should be made? First overseas run under ACT charter will present a number of new learning opportunities -- which I'm sure Steve will handle capably. Have you discussed these areas with him/her? X Yes If "No", specify reasons why no discussion has taken place. What measures have you taken to help him/her improve? Regular discussions regarding ship's business. In your opinion, is this individual physically fit to perform the duties of current position? X Yes No If "No", please specify your impression as to limitations. In your opinion, is this individual physically fit to perform the duties of higher positions? X Yes No If "No", please specify your impression as to limitations. Do you recommend this individual for re-assignment to this vessel? X Yes Nο If "No", please specify reason(s): A.B. Murray A.B. Murra Reporting Officer (PRINT / SIGN) Crewmember (PRINT) SIGN) Master* (PRINT / SIGN)

NOTES:

- 1. This document is intended for confidential office use only
- 3. The Crewmember is entitled to a copy of the completed & signed form.
- 2. Crewmember comments may be placed on the reverse of this page.

(*Or person in charge of the vessel)

4. When completed, a copy is to be sent to IAS Attn: Personnel Dept.

	S GREAT LA	AND		D:	ate:	11/24/06	<u>, </u>
Name of Individual:	Steven	W. Shultz			ng:	Chief Mat	:e
Reporting Period - From:		4/06			-в Го:	11/24/06	
		Evallent	Very Good				Not
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Leadership - Ability to work with crev			\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	-		<u> </u>	
Attention to Assigned Duties	<u> </u>		-/			<u> </u>	ļ
Willingness to Assume Responsibility			· ·	- /			
Watchstanding Ability - At Sea			_			+	
Watchstanding Ability - In Port			v				
Cargo Handling Ability (Deck Officer)			V	-		_	
Mechanical Ability (Engineering Offic						 	
Knowledge of Ship's Equipment / Auto			√ .				-
Knowledge of IUM Policy & Procedure	es	-			_		
Personal Conduct & Appearance			V	_ · -			
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ave you discussed these areas with him / her	?		- "	VES		NO	
"No", specify reasons why no discussion ha							
/hat measures have you taken to help him / h	er improve?						
e have daily discussions	<u> </u>					7	
•	t to perform the dut	ties of curren	t position?	✓ YES		NO	
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- Crewmember comments may be placed on the reverse of this page.
 When completed, a copy is to be sent to IAS attn: Personnel Dept.

Licensed Deck Officers: This form is to be compilered by the Marter on all Housed Deck Officers, the Radio Officer (as applicable) and Steward are to be made whenever that Individuals is detached for any reason, and hieraned Deck Officers, Radio Officer and Steward are to be made whenever the Marter Detached for any reason. Licensed Engine Officers: This form is to be completed by the Chief Engineer on all Hieraned engineering officers whenever an officer is detached for any reason. Reports on all Hieraned engineering officers whenever an officer is detached for any reason. Reports on all Hieraned engineering officers are to be made whenever the Chief Engineer is detached for any reason. Vessel: SS GREATLAND Name of Individual: Steven W. Shultz Reporting Period - From: 3/22/06 To: 4/27/06 Rating: C/M Reporting Period - From: 3/22/06 Excellent Very Good Good Fair Poor One	IAS-V-PER-003 Rev. 5/05							
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Reporting Period - From: 3/22/06 To: 4/27/06 Excellent Very Good Good Fair Poor Observer	Name of Individual:	Steven	W. Shultz					
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	f "No", specify reasons why no discuss	ion has taken place	3.					

Reviewed By

Crewmember (PRINT/SIGN)

NOTES:

If "No", please specify reasons:

Reporting Officer (PRINT/SIGN)

1. This document is intended for confidential office use only.

Do you recommend this individual for re-assignment to this vessel?

- 2. Crewmember comments may be placed on the reverse of this page.
- 3. The Crewmember is entitled to a copy of the completed & signed form.
- 4. When completed, a copy is to be sent to IAS attn: Personnel Dept.

(*Or person in charge of the vessel)

MURRAY

NO

Master* (PRINT/SIGN)

	SHIP'S OFFICER EVALUATION / PERFORMANCE REPORT
-	

IAS-V-PER-003 Rev. 5/05								-
Licensed Deck Officers: This form is to be whenever that in are to be made whenever the control of the control	oe completed by to dividual is detac whenever the Mus	thed for	f anv reason	Reports on each	cers, the Ra	dio Officer (Deck Officers	as applicable) a 3, Radio Officer	nd Steward and Steward
Licensed Engine Officers: This form is to for any reason for any reason	Reports on all.	the Ch	hief Engineer d engineering	on all licensed e officers are to b	engineering be made wh	officers whe enever the Cl	never an office: nief Engineer is	r is detached detached
Vessel:	SS GREA	AT L	AND			Date:	March 22,	2006
Name of Individual:	St	even	W. Shultz		ŀ	Rating:	Chief Ma	
Reporting Period - From:		2/1	17/06			To:	3/22/06	-
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Cooperation					√			
Leadership - Ability to work with co	ew					✓	i	
Attention to Assigned Duties					V	\ \		
Willingness to Assume Responsibilit	y					√		
Watchstanding Ability - At Sea					√			
Watchstanding Ability - In Port					√		\top	
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Knowledge of Ship's Equipment / Au	itomation				$\overline{}$			
Knowledge of IUM Policy & Procedu	ıres					V		
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hat positive qualities have you noted what areas does the supervisor feel t	with his / her	perfor	mance? Mr	oe made? Mr S	ally atten	demonstrate s	upervisory and k	eadership skills
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ve you discussed these areas with hir	n / her?			\checkmark	YES	r	O	
'No", specify reasons why no discuss	ion has taken	place.		 -				
nat measures have you taken to help arding the scheduling of projects and o	•				s. I have	been advisir	ng him	
you recommend this individual for r	· · ·		•		· YES	· [V] N	····	
No", please specify reasons: As a supe				anges nor does				priorities.
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inny/ Jugar	5.W.Shl	12	/	P V V V	_ <i>DH</i>	LUNUS	EL Y	
Reporting Officer (PRINT/SIGN)			nber (PRIN	I/SIGN) \		Mástei	* (PRINTISTC	(X)
ES: 1. This document is intended for confidence.	ential office use on	lv.				-	,	

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- Crewmember comments may be placed on the reverse of this page.
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4. When completed, a copy is to be sent to IAS attn: Personnel Dept,

TA C. U	_PFR	003	Day	5/05	

Licensed Deck Officers: This form is to whenever that is are to be made	be completed by the Mai ndividual is detached fo whenever the Master De	r anv reason.	Reports on eacl	cers, the Rad h Licensed D	io Officer (as eck Officers, l	applicable) a Radio Officer	nd Steward and Steward
Licensed Engine Officers: This form is to for any reason for any reason	. Reports on all license	hief Engineer d engineering	on all licensed officers are to	engineering of be made when	officers whene never the Chie	ver an office f Engineer is	r is detached detached
Vessel:	SS GREAT LA	ND			Date:	12/8/05	
Name of Individual:	Steven	W. Shultz			ating:	C/M	
Reporting Period - From:	/10/05		To:		12/8/05		
EEEEEa box for e	ach question 🗷	Excellent	Very Good	Good	Fair	Poor	Not Observe
Cooperation		√		-			
Leadership - Ability to work with co	rew	✓					
Attention to Assigned Duties		V					
Willingness to Assume Responsibility	ty	√					
Watchstanding Ability - At Sea		✓					
Watchstanding Ability - In Port		√					1
Cargo Handling Ability (Deck Office	er)	✓					
Mechanical Ability (Engineering Of	ficer)					<u>.</u>	V
Knowledge of Ship's Equipment / A	utomation	✓		_			
Knowledge of IUM Policy & Proced	ures	✓					
Personal Conduct & Appearance		√			-		
hat positive qualities have you noted terms of physical maintenance and in o what areas does the supervisor feel t	hanges to our operat	ing procedur	es. Has taken	a keen inte	erest in the IS	SM system.	
eration & shipyard during his next tour							
ive you discussed these areas with his	m / her?		<u></u>	YES	□ NO		
'No", specify reasons why no discuss	ion has taken place.		hto Recal toviewed S		1-10	-06	
nat measures have you taken to belp	him / her improve?				ces & proced	tures.	
you recommend this individual for r	e-assignment to this	s vessel?	√] YES	NO)	
No", please specify reasons:	-						
NOOSY / Reporting Officer (PRINT/SIGN)	Crewmen	mber (PRIN	T/SIGN)	M	Master*	(PRINT/SIG	(N)
 This document is intended for confidence. Crewmember comments may be place. 	_	age.		(*Or person in	charge of the v	ressel)	

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Lineared Dock Officers Will from the total to the control of the c						
Licensed Deck Officers: This form is to be completed by the Master of whenever that individual is detached for any are to be made whenever the Master Detached	y reason.	Reports on each	cers, the Ra h Licensed	idio Officer (as Deck Officers,	applicable) a Radio Officer	nd Steward and Steward
Licensed Engine Officers: This form is to be completed by the Chief for any reason. Reports on all licensed en for any reason.	Engineer of	on all licensed officers are to	engineering be made wh	officers whene enever the Chic	ver an office of Engineer is	is detached detached
Vessel: SS GREAT LAND			Date:	09/24/05		
Name of Individual: Steven M.	Shultz		Rating:		C/M	
Reporting Period - From: 09/16/	/05			To:	09/24/05	
EEEEE EEE box for each question EE	xcellent	Very Good	Good	Fair	Poor	Not Observe
Cooperation	√					
Leadership - Ability to work with crew		✓				
Attention to Assigned Duties		✓				
Willingness to Assume Responsibility	✓					
Watchstanding Ability - At Sea	✓					
Watchstanding Ability - In Port		✓				
Cargo Handling Ability (Deck Officer)		√				
Mechanical Ability (Engineering Officer)						~
Knowledge of Ship's Equipment / Automation						
Knowledge of IUM Policy & Procedures		√				
Personal Conduct & Appearance	√					
(If additional) What positive qualities have you noted with his / her perfomal	_	equired, use rev	•			
					<u>-</u>	ime and Ste
In what areas does the supervisor feel that improvement can /					<u>-</u>	ime and Stev
In what areas does the supervisor feel that improvement can /		oe made? As			t a matter of t	ime and Stev
In what areas does the supervisor feel that improvement can / vill have a firm grasp of his duties.		oe made? As	with all ne	w positions, jus	t a matter of t	ime and Stev
In what areas does the supervisor feel that improvement can / vill have a firm grasp of his duties. Have you discussed these areas with him / her?	should b	oe made? As	with all ne	w positions, jus	t a matter of t	ime and Stev
In what areas does the supervisor feel that improvement can / vill have a firm grasp of his duties. Have you discussed these areas with him / her?	should b	oc made? As	with all ne	w positions, jus	t a matter of t	ime and Stev
In what areas does the supervisor feel that improvement can / will have a firm grasp of his duties. Have you discussed these areas with him / her? f "No", specify reasons why no discussion has taken place	should b	oe made? <u>As</u> [☑	With all new	w positions, jus	t a matter of t	ime and Stev
In what areas does the supervisor feel that improvement can / will have a firm grasp of his duties. Have you discussed these areas with him / her? f "No", specify reasons why no discussion has taken place What measures have you taken to help him / her improve? o you recommend this individual for re-assignment to this ver	should b	e made? As	With all new	w positions, jus	t a matter of t	ime and Stev

NOTES:

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INTEROCEAN UGLAND MANAGEMENT CORPORATION SHIP'S OFFICER EVALUATION / PERFORMANCE REPORT

IUM-V-PER-003 Rev. 9/04								
Licensed Deck Officers: This form is to b whenever that in are to be made w	e completed by t dividual is detac henever the Mas	hed for	any reason. I	Reports on each	cers, the Rad Licensed D	io Officer (as	applicable) a Radio Officer	nd Steward and Steward
Licensed Engine Officers: This form is to for any reason.	be completed by Reports on all I	the Ch	tief Engineer of lengineering o	on all licensed officers are to b	engineering on the made whe	officers when never the Chi	ever an officer of Engineer is	r is detached detached
Vessel:	SS GREA	TLA	ND			Date:	7/7/200)5
Name of Individual: Steven Shultz				Rating:		Chief Ma	ate	
Reporting Period - From:		5/11/2005				To:	7/7/200	5
应应应应应应a box for e	ach question	Æ	Excellent	Very Good	Good	Fair	Poor	Not Observed
Cooperation			✓					
Leadership - Ability to work with ca	rew			√				
Attention to Assigned Duties				√				
Willingness to Assume Responsibility	y		√					
Watchstanding Ability - At Sea				√				
Watchstanding Ability - In Port				✓				
Cargo Handling Ability (Deck Office	er)			~				
Mechanical Ability (Engineering Of	ficer)							√
Knowledge of Ship's Equipment / A	utomation			- ✓				
Knowledge of IUM Policy & Proced	ures			√				
Personal Conduct & Appearance			✓					
Remarks Mr. Shultz has done a very go What positive qualities have you noted AS/TOTE/Matson proceedures and he w	(If with his / her	addition perfo	onal space is r mance? He	equired, use reputs forth the	verse side.)			ssible about
n what areas does the supervisor feel					ontinue imp	proving from	ı knowledge	gained by
xperience.				<u> </u>				
[ave you discussed these areas with hi		place	. Do	دا ۱۱۵ آمده آمده Viewed Ey	/ YES	3-1-05	io	-
/hat measures have you taken to help	him / her imp	rove?	Provide sup	port and guid	lada e.		digital pro-	
o you recommend this individual for	re-assignment	to thi	s vessel?	_	VES	□ N	O	
By BRIDADO /	_51	~ <u>.</u>	Shul	De	B /	BILLAN	٥/ إر	7 . (10
Reporting Officer (PRINT/SIGN)	Cı	rewme	ember (PRI	(T/SIGN)		Master	* (PRINT/SI	GN) '

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